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AUTHOR Verwey, C. T.
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ABSTRACT

Results of a study to determine the future demand for Zulu manpower are reported. The study is a prerequisite for research on integrating education with economic development and manpower needs. Data were obtained from the 1970 population census and were categorized according to the demographic distribution, economic activities, and the educational level of the Zulus. Although results from the 1970 data cannot be applied to present situations, several trends should be considered in relation to educational planning: 1) In 1970 more than one-half of the Zulu population were between the ages of 0 and 15 years, 2) 40% were farm and forestry workers with a low taxable income, 3) the population was distributed mainly in rural areas, 4) part of the population migrated to other areas to work, 5) the larger number of illiterates was among the higher age groups, and 6) the Zulu with high educational qualifications preferred not to be in agriculture. (KC)

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A SITUATION DESCRIPTION OF THE DEMOGRAPHIC DISTRIBUTION, ECONOMIC ACTIVITY AND LEVEL OF EDUCATION OF ZULU MANPOWER IN KWAZULU AND THE REPUBLIC OF SOUTH AFRICA, 1970.

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RESEARCH UNIT FOR EDUCATION SYSTEM PLANNING

HEAD: D VERMAAK

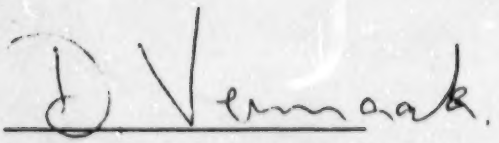
BLOEMFONTEIN
FEBRUARY 1978

PREFACE

Research on the planning of the education systems of developing countries ought to be preceded by research on manpower. A requirement, when education system planning has to take the manpower needs of a country into consideration, is a manpower plan. With regard to the developing countries in South Africa, there do not exist complete manpower plans at the moment.

In order to avoid delaying the Research Unit for Education System Planning's research program on education system planning with regard to Kwazulu, Mr C T Verwey undertook this short manpower study. The aim is to discover the supply as given in the most recent census record (1970). These data can serve as a reliable startingpoint for further manpower studies.

Our thanks to KION and the Department of Education of Kwazulu who made this report possible.



Head, Research Unit for Education System Planning, UOFS.

Date: February 1978

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1. INTRODUCTION

The educational planner is responsible for supplying sufficient facilities for the pupils in his schools with scarce money. Therefore, he must carefully consider the flow of pupils into and through the educational system.

Pupils also flow out of the educational system. This product or "output" of the system is absorbed in the economy of the country (Verwey, 1975, p.7). Skilled manpower in the economy is also seen as "stock" or "human capital" (Harbison , 1971, p.11).

If the educational system must function on an integrated basis with the economy of the country, "stock" must be taken of the human capital that is already present in the economy. The standard of education of the already existent manpower is of much importance to the educational planner because the educational system can cause only a marginal change in the manpower structure of a country. The educational system can add manpower only annually to the economy in the form of pupils who leave the system. Because of this marginal improvement no educational system can bring about a rapid change in the manpower system of a country. This fact stresses the point that the educational system planner must have a look at the future development of his country.

An educational system must take into account various circumstances. That, which the educational system requires from the economy, but also that which the educational system can give to the economy, are of importance. Especially the national activities and aims of a country are very important according to Poignant (1967, p.13). "Targets for educational development .... must take into consi= deration the whole range of existing circumstances. In particular ...

there is no option but to weigh up the amount requested against the needs of other national activities." For Skorov (1969, p.15) the development of education must to a great extent be connected with social and economic development, " ... and that the planning of education should, therefore, be seen as an integral part of over-all development planning."

For the research on the manpower situation in Kwazulu, use was made of the data information of the Department of Statistics. The most recently available statistics are the figures of the population census of 1970, of which most were published in 1976 for the first time because of the extent of the figures. No advance estimation can be made on the basis of the 1970 and 1960 census because the 1960 census did not include detailed data on the Zulu. Owing to the rapid development of the manpower structure resulting from the large number of Zulu pupils moving through the education system of the country, projections made on the basis of historic trends, cannot give an accurate reflection of the present situation. Although the 1970 data cannot indicate the present situation, some value can be attached to it because it can serve as a reliable startingpoint.

RUEP is presently researching a method to calculate the level of education of a population at a later stage. Inadequate statistics on dropouts and repeaters in the different standards are obstructing the attempt. This important information will probably be obtained by RUEP with the help of the Department of Education of Kwazulu during 1978.

Together with more recent information on the supply of Zulu manpower, an evaluation of the demand for Zulu manpower is a prerequisite for the completion of the research on the integrating of education with economic development and manpower needs. A request was made to KION and the HRSC (Institute for manpower research) to calculate the future demand for Zulu manpower.

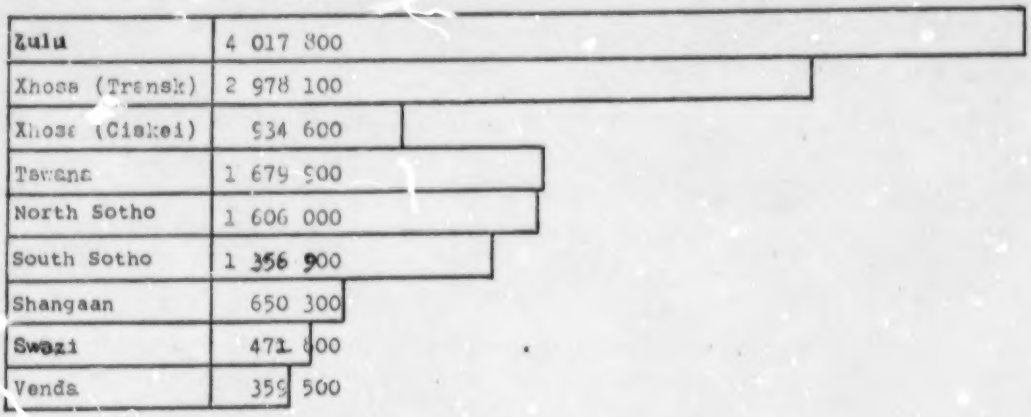
This 1970-situation provision can only serve as a temporary study. As soon as the data on repeaters and the present demand for Zulu manpower are available, the present situation can be attended to.

2. THE DEMOGRAPHIC DISTRIBUTION OF THE ZULU POPULATION, 1970

This section, in short, gives a total picture of the quantitative and qualitative distribution of the Zulu. Aspects like relative size in comparison with other population groups, regional, urban, rural and age distribution are considered. Because the educational planner is concerned with people who flow into, through and out of the educational system, a thorough knowledge of the quantitative distribution of these people is a requirement. A qualitative survey is also given in the form of a literacy analysis.

2.1 The relative size of the Zulu population

FIG. 1. THE RELATIVE SIZE OF THE ZULU POPULATION, 1970



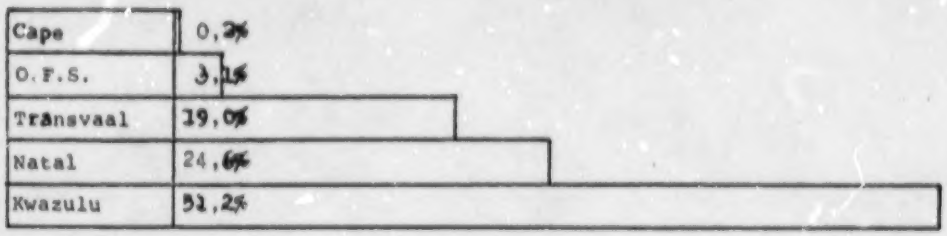
Source: Benbo, 1976, p. 24

The Zulu population is the largest single population group in South Africa. According to Benbo (1976, p.24) the Zulu constitutes about 26,7 percent of the total black population of 15 035 400.

2.2 The regional distribution of the Zulu population

In contrast with other population groups, a large percentage of the Zulu, 53,1 percent in 1970, were living in the black areas (Table A.1). Only 1,9 percent were then living in other homelands while the remaining 51,2 percent were already in Kwazulu.

FIG. 2. THE REGIONAL DISTRIBUTION OF THE ZULU POPULATION, 1970



Source: Tabel A.1

Very few Zulu (0,1 percent) lived on the Free State Gold fields. In general, there were few Zulu in the Free State (3,1 percent) and the Cape (0,2 percent).

Of the 19,0 percent Zulu in Transvaal, 32,1 percent could be found in Johannesburg. Further concentrations could be found especially in the South-east and the South-central Transvaal. As much as 28,9 percent of the Zulu in Transvaal could be found in these two parts that are nearest to Natal.

In Natal and Kwazulu 75,8 percent, and in Natal, excluding Kwazulu, 24,6 percent of the total Zulu population could be found. Of the Zulu in Natal, 24,4 percent lived in the Durban-Pinetown vicinity.

The North-west of Natal accommodated 23,6 percent of the Zulu in Natal, while West Natal and the Natal Midlands were third and fourth on the list with 17,1 and 15,4 percent respectively.

Kwazulu presented accommodation for 51,2 percent of the total Zulu population. The northern part accommodated most of the Zulu (38,4 percent) while the western and southern parts respectively accommodated 31,3 and 30,2 percent.

2.3 The urban and rural distribution of the Zulu population

The Department of Statistics (1976, p.V) defines the concept "urban" as follows:

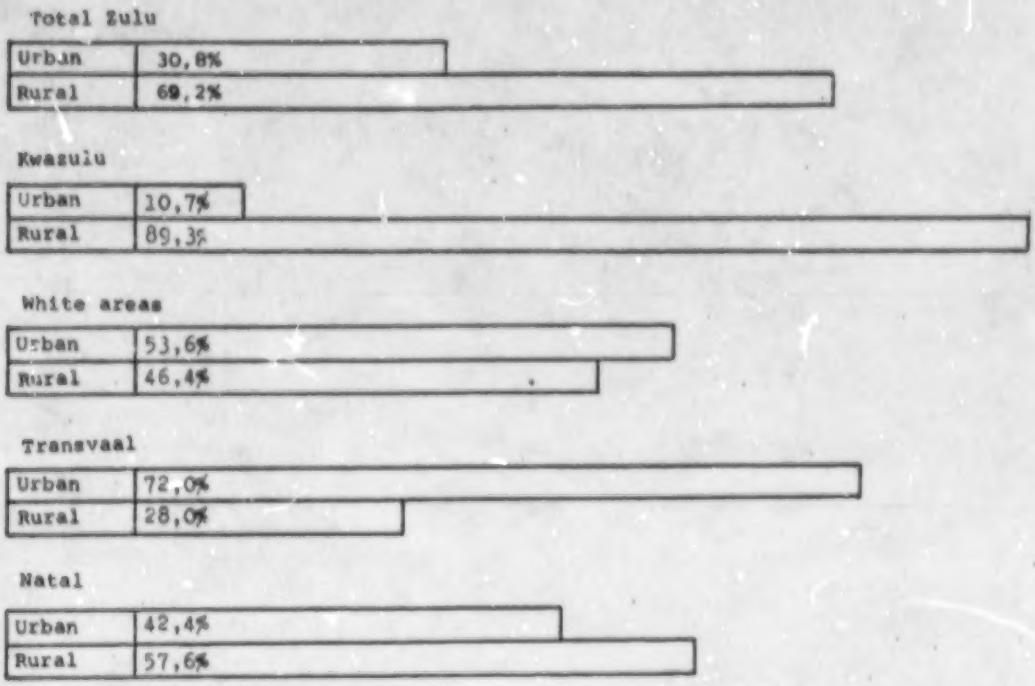
(a) All cities and towns with some form of local authority.

(b) Areas which are of an urban nature, in other words areas with urban facilities but without some form of local authority, mainly industrial and mining towns like T.N.C. Albion Tavistock in the Bethal-district, Nucam in the Ermelo-district, the Bleibok coalmine and the Springbok coalmine in the Middelburg-district, etc.

All other areas can be described as "rural".

According to table A.1, almost 70 percent of the total Zulu population were living in rural areas in 1970. For Kwazulu, the urban distribution was 10,7 percent and the rural distribution 89,3 percent.

FIG. 3. THE URBAN AND RURAL DISTRIBUTION OF THE ZULU, 1970



Source: Tabel A.1

A slight reversal occurred in the white areas where 53,6 and 46,4 percent respectively were distributed over urban and rural areas. For the Transvaal, the picture looked quite different. There 72 percent were living in urban areas and 28 percent in rural areas. At the East Rand, Germiston/Kemptonpark and Johannesburg, nearly 100 percent of the Zulu were present in urban areas.

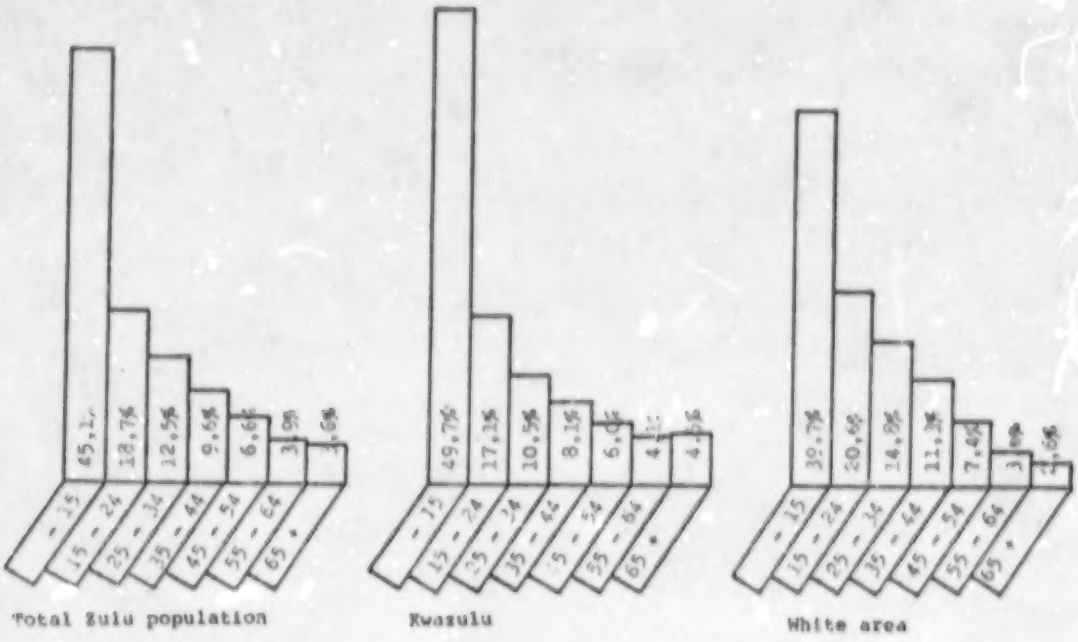
In Natal on the whole, 42,2 percent were living in urban areas, while 94 percent of the Zulu in the Durban/Pinetown vicinity were in urban areas. In the rest of Natal the Zulu could be found mostly in rural areas.

2.4 The age distribution of the Zulu according to geographic area

According to table A.2 (and figure 4) almost half of the Zulu (49,7 percent) in Kwazulu in 1970 were in the age group 0 to 14 years. A sharp decline in numbers in the age group 15 to 24 years occurred.

For the Zulu in the white areas, the percentage in the first age group(0 to 14 years) was 39,7 percent while it decreased to 20,6 percent for the age group 15 to 24 years.

FIG. 4. THE AGE DISTRIBUTION OF THE ZULU ACCORDING TO GEOGRAPHIC REGION, 1970.



Source: Tabel A.2

The age distribution of the total Zulu population is illustrated in figure 4. More than 45 percent were in the age group 0 to 14 years. The next age group(15 to 24 years) constituted only 18,7 percent of the total Zulu population.

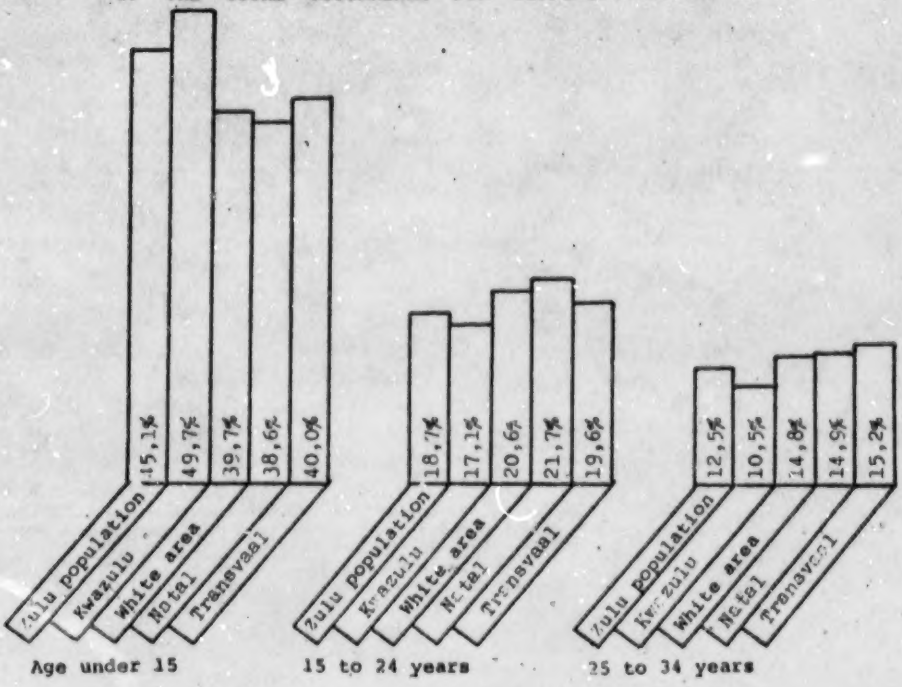
Above-mentioned figures were proof that a population explosion occurred among the people in the lower age groups, in other words among those people who could make no economic contribution to their own elevation and education. The taxpayers increasingly become less in comparison with those who do not yet pay tax. Funds must be found for the large part of the population in the lower age groups for whom educational provision must be made. The tax burden from sheer necessity becomes heavier on each economically active citizen's shoulders.

According to figure 4 (or table A.2) the people in Kwazulu under 15 years and above 65 years of age constituted 54,2 percent of the population of Kwazulu in 1970. Only 45,8 percent of the population in 1970 were then probably not in the school, were probably economically active and could probably add something to the tax income. Important to note is that many people in the age group 15 to 24 years underwent another form of training, while those in the higher age groups were not all economically active.

Population rejuvenation under the Zulu demands therefore much of the educational planner. The primary sources where funds can be obtained, became fewer and the influx into the schools more.

According to figure 5 the largest distribution in 1970 of Zulu in Kwazulu, in the age group under 15 years were 49,7 percent. The Zulu in that group that were present in the white areas, were considerably less (39,7 percent). Even in the Transvaal and Natal, the percentage was much smaller than in Kwazulu, 40,0 and 38,6 percent respectively.

FIG. 5: A COMPARISON OF CERTAIN AGE GROUPS AS THE PERCENTAGE OF THE TOTAL OCCURRENCE FOR DIFFERENT AREAS, 1970.



Source: Tabel A.2

For the next age group, that is those people between 15 and 24 years of age, the picture according to figure 5 looked a bit different. Only 17,1 percent of the Zulu in this group were in Kwazulu, while 20,6 percent of them were in white areas. For the age group 25 to 34, the difference increased. Of these Zulu 14,8 percent were in white areas while only 10,5 percent of this group were in Kwazulu.

It seemed that the higher the age group, the higher the leakage to white areas was. These age groups represented an important part of the economically active Zulu population. Labour migration occurred to the detriment of the home country because the cream of a country's labour group go looking for work in another country.

In the next section we will come back to this point when there is more clarity about the literacy of the Zulu.

2.5 The literacy of the Zulu

The Department of Statistics classifies literates into three groups: firstly those who can read and write, next those who can read only and the third group those who cannot read or write. Literacy according to the questionnaire, was determined in any language that the person chose.

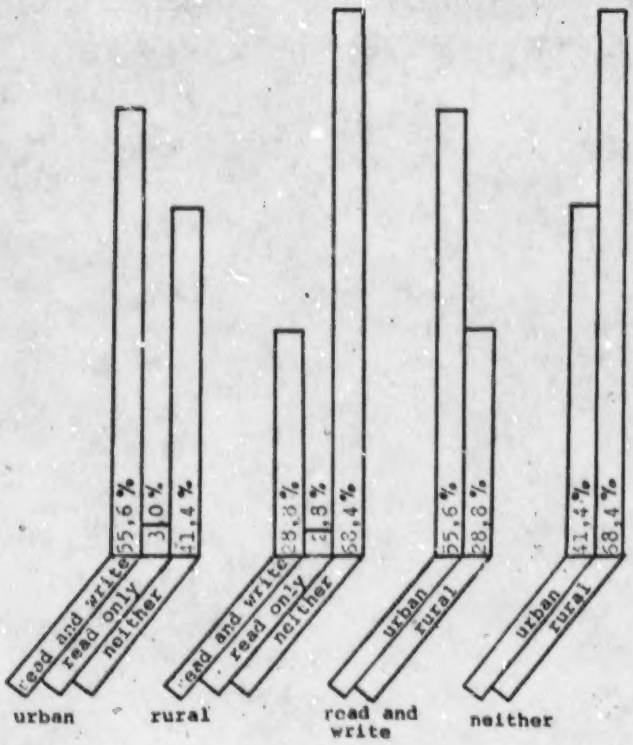
The literacy of the Zulu population in 1970 was, according to table 1.3, as follows: 60 percent of the total Zulu population could neither read nor write, while 37,1 percent could read and write and 2,9 percent could only read.

Figure 6: The literacy of the total Zulu population, 1970.

Read and write	37,1 percent
Read only	2,9 percent
Not read or write	60,0 percent

A difference was made in Figure 7 between the literacy of the Zulu in urban areas and those in rural areas during 1970. In urban areas 55,6 percent of the Zulu could both read and write while 41,4 percent could neither read nor write. In the rural areas just the opposite was true. Only 28,8 percent could read and write while as much as 68,4 percent were totally illiterate.

FIG. 7. THE LITERACY OF THE ZULU ACCORDING TO URBAN AND RURAL AREAS.

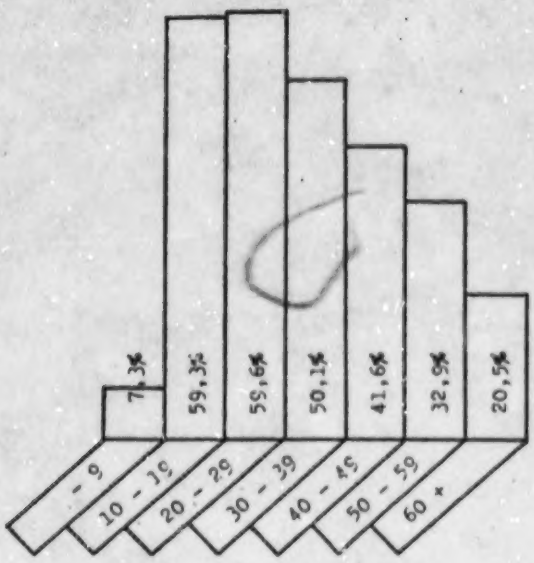


Source: Tabel A.3

The third and fourth histogramms of Figure 7 clearly indicate the difference between the percentage literates in urban and rural areas. It seems that the urban areas attracted the literate Zulu more.

The literacy of the Zulu, according to age groups, is of importance to the educational planner. Through this he can estimate which people may benefit in what manner by education. Although people in the higher age groups are probably too old to go to school, they can be helped by means of adult education programmes.

FIG. 8. THE LITERACY OF THE ZULU ACCORDING TO AGE, 1970. (PERCENTAGE OF THOSE WHO CAN READ AND WRITE FOR EACH AGE GROUP.)



Source: Tabel A.3

The literacy of the first age group, 0 to 9 years of age, could for analysis purposes be left out. Even the next group, 10 to 19 years, consisted of people who were only at the beginning of their school careers. Taking that into account, the percentage of 59,3 percent were very high. Almost 60 percent of the Zulu between the ages 20 and 29 were literate. After this, the percentage literacy time and again decreased. More or less 50 percent in the group between the ages 30 to 39, and 42 percent, 33 percent and 21 percent of the successive age groups were literate in 1970. A sharp decline in literacy therefore occurred in the higher age groups.

In the previous section (2.4) attention was paid to the phenomenon of labour migration. The fact was pointed out that a higher percentage in the economically active age groups were often working in the white areas. According to figure 8 and table A.3, it seemed that these age groups had a high rate of literacy. It appeared as if the labour migration occurred especially in the young, trained manpower. "Brain drain" (Joubert, 1975, p.3) was exceedingly high in this group. In another section of this report the precise level of education of the population is being dealt with.

The phenomenon of urban migration and "brain drain" make the task of the education planner difficult. If the education system must be integrated with the economy and manpower needs of a country, the planner must at least know to what country the migration is going to be. This condition is justifiable especially where labour is a country's foremost foreign exchange earner.

The literacy of the Zulu population according to urban and rural areas can clearly be seen in figure 9 and table A.3.

Figure 9: The literacy of the Zulu population according to area:

Read and write

Urban	55,6 percent
Rural	28,8 percent
Total	37,1 percent

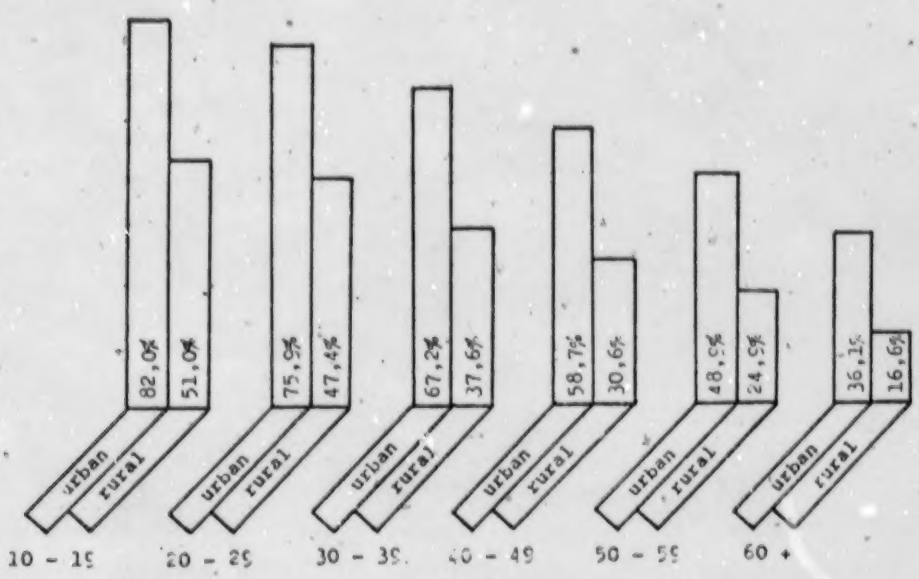
Neither read nor write

Urban	41,1 percent
Rural	68,4 percent
Total	60,0 percent

Of the urban Zulu 55,6 percent could read and write, 3,0 percent could only read and 41,4 percent could neither read nor write. The position of the rural Zulu was slightly poorer because only 28,8 percent could read and write, 2,8 percent could only read and 68,4 percent were totally illiterate. The rural Zulu who were illiterate, represented 78,8 percent (or 1 931 614 out of 2 452 834) of the total illiterate Zulu. In section 2.3 the fact that almost 70 percent of the total Zulu population were living in rural areas, was indicated. The illiterate Zulu in the rural areas represented almost half of the total Zulu population.

The question now arises, which age groups contained the largest percentage illiterates or, as shown in figure 9, the largest percentage literates contained in urban and rural areas in 1970.

FIG. 10. THE LITERACY OF THE ZULU ACCORDING TO URBAN AND RURAL AREAS AS WELL AS AGEGROUPS. (PERCENTAGE ZULU WHO CAN READ AND WRITE.)



Source: Tabel A.3

The highest percentage literates were in the group 10 to 19 years. Both the urban and rural frequency were very high here, 82,0 percent and 51,0 percent each for urban and rurals. For every successive age group the percentage literacy was somewhat lower. Every time the literacy of the urban areas was higher than the literacy of the rural areas.

3. THE ECONOMIC ACTIVITIES OF THE ZULU POPULATION, 1970

3.1 The Zulu economically active

According to figure 11, 35,9 percent of the total Zulu population were economically active in 1970. The fact that almost two thirds of the population were economically inactive, could be attributed to the population rejuvenation. According to table A.2 the largest percentage (45,1) of the population were in the age group 0 to 15 years.

Figure 11: The economically active Zulu, 1970.

Economically active	35,0 percent
Not economically active	64,1 percent

Source: Department of Statistics, report no 02-02-09, Nov. 1976, pp. 33-40.

Considerably more Zulu men than women were economically active, in spite of the fact that many women, especially in Kwazulu, could be classed among the group, farm and forestry workers.

Figure 12: The economically active men and women, 1970.

Men	60,1 percent
Women	39,9 percent

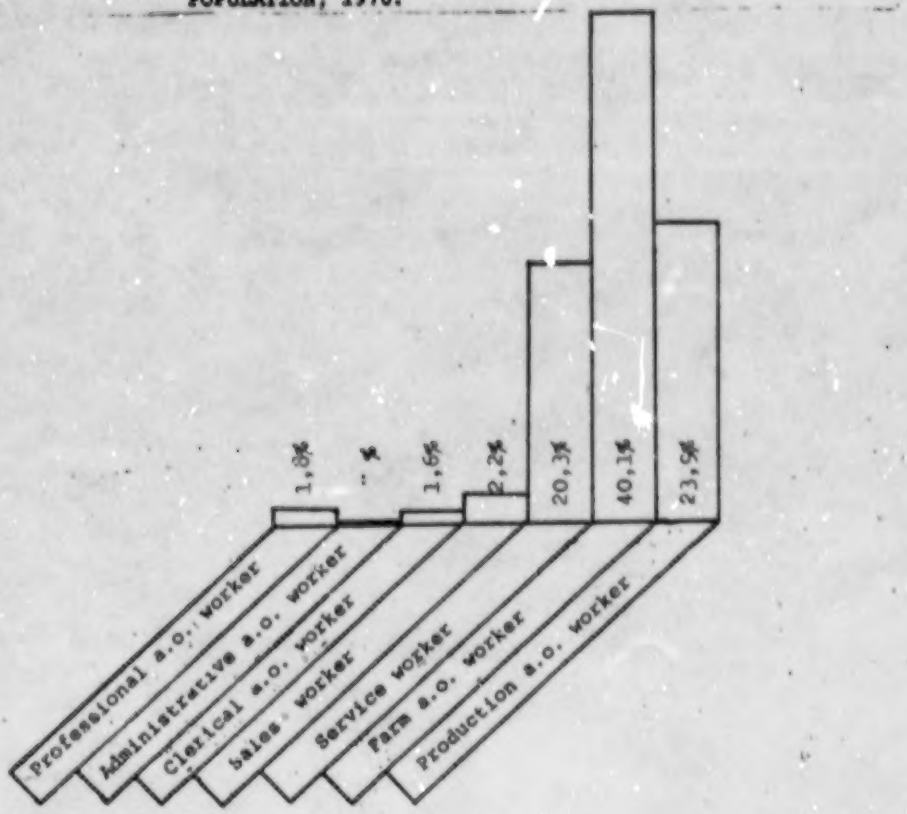
Source: Department of Statistics, report no 02-02-09, Nov. 1976, pp. 33-40.

3.2 Division according to occupation

3.2.1 Farm and forestry worker, fisherman and hunter.

According to figure 13, most of the total Zulu population in 1970 were in the occupation group farm and forestry worker, fisherman and hunter.

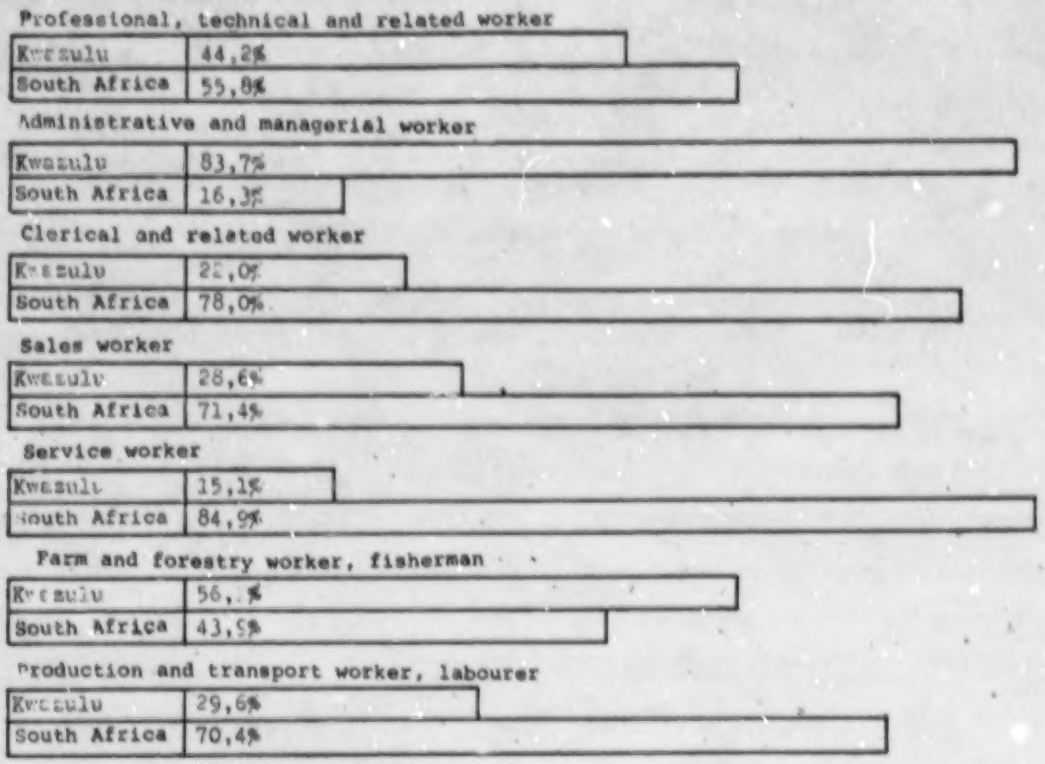
FIG. 13. THE OCCUPATIONAL DISTRIBUTION OF THE TOTAL ZULU POPULATION, 1970.



Source: Tabel A.4

The percentage Zulu in this occupation group in Kwazulu was bigger than in South Africa, 56,1 percent in Kwazulu and 43,9 percent in South Africa.

FIG. 14. THE REPRESENTATION OF DIFFERENT OCCUPATIONS PRACTISED IN KWAZULU AND SOUTH AFRICA BY THE ZULU, 1970.

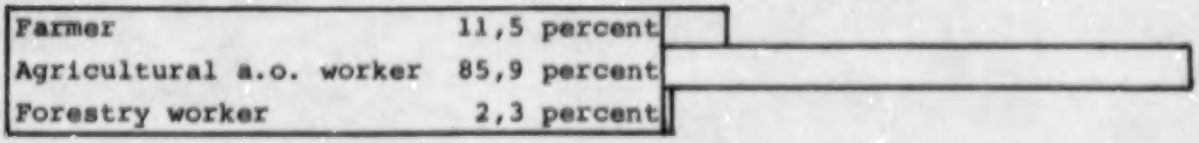


Source: Tabel A.4

Concerning the total Zulu population, this group was mostly represented by men (61,3 percent) according to table A.4. In Kwazulu alone, more women (49,1 percent) than men (50,9 percent) were involved in these occupations. In South Africa 74,9 percent of the farm and forestry workers, fishermen and hunters, were men.

As much as 99,7 percent of the Zulu in this occupation group were farmers, agricultural and other workers. (Department of Statistics 02-02-09, 1976, p.37.) Only 2,3 percent were forestry workers while 11,5 percent were farmers and 85,9 percent agricultural and animal husbandry workers.

Figure 15: Farm and forestry worker, fisherman and hunter.

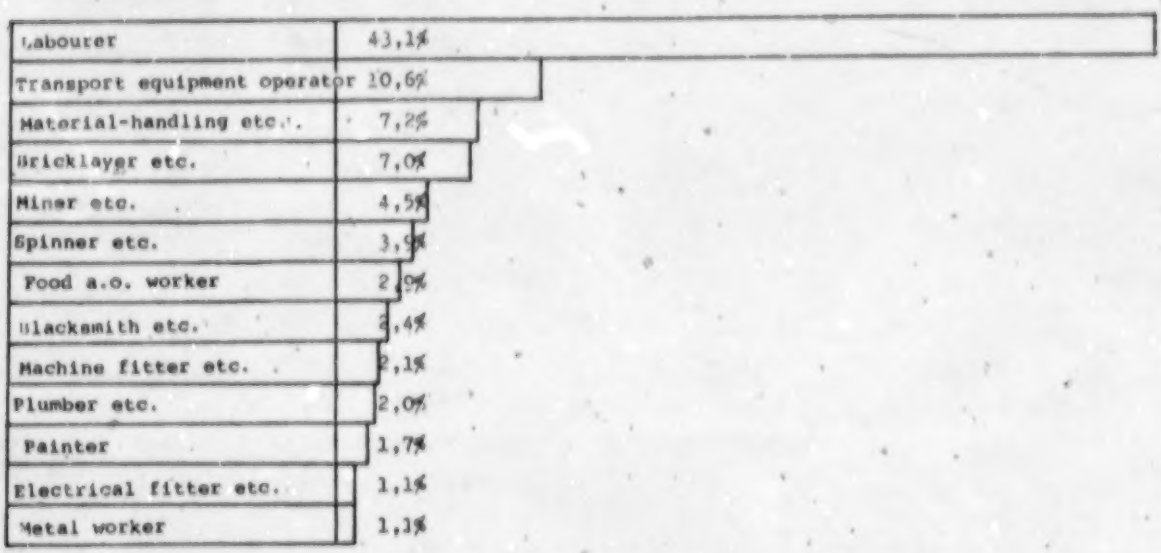


Source: Department of Statistics, report no 02-02-09, Nov. 1976, pp. 33-40.

3.2.2 Production and transport worker and labourer.

The economically active Zulu who were production and transport workers and labourers was the second largest group (23,9 percent) of the population (figure 13). The largest portion of these workers could be found in South Africa (70,4 percent), according to figure 14, while less than 30 percent could be found in Kwazulu. According to table A.4 this occupation was practised mainly by men. As much as 91,7 percent were men while only 8,3 percent were women. The occupation group, production and transport worker and labourer, were further divided in a number of occupations, as seen in figure 16.

FIG. 16. PRODUCTION AND TRANSPORT WORKER AND LABOURER.



Source: Department of Statistics, report no. 02-02-09, 1976, pp 53-56

This occupation group was mainly represented by labourers (43,1 percent). Transport equipment workers, for example truckdrivers, represented a further 10,6 percent. Material-handling-equipment operator and dock-labourers were third with 7,2 percent. The occupation of bricklayer, cabinet-maker and construction worker formed 7,0 percent of the occupation group production and transport worker and labourer.

3.2.3 Service worker

The occupation, service worker, was also to a great extent practised by the Zulu. More than 20 percent of all economically active Zulu were service workers. According to table A.4 this occupation was practised more by women (64,7 percent). Few service workers worked in Kwazulu (15,1 percent) while 84,9 percent worked in South Africa (figure 14).

This occupation group consisted mainly of the following occupations: cook, waiter, bartender and related worker (78,2 percent); building caretaker and cleaner (9,4 percent); protective service worker (7,7 percent); launderer, dry-cleaner and presser (2,7 percent). (Department of Statistics, report no 02-02-09, 1976, p.36.)

3.2.4 Sales workers

More or less 2,2 percent of the Zulu who were economically active, were sales workers (figure 13). Most of the Zulu sales workers were working in South Africa (71,4 percent) while 28,6 percent worked in Kwazulu (figure 14). This occupation was practised mostly by men (81,6 percent) (table A.4). The largest percentage in this occupation group were salesmen and shop assistants. More

or less 10,7 percent were working proprietors. (Department of Statistics, report no 02-02-09, 1976, p.37.)

3.2.5 Professional, technical and related worker.

Of the total number of economically active Zulu, only 1,8 percent were professional, technical and related workers (figure 13). Of these people 55,8 percent could be found in Kwazulu and 44,2 percent in South Africa (figure 14). Considerably more women than men practised this occupation (62,1 percent in comparison with 47,9 percent). It could be attributed to the fact that twice as much women than men were teachers and thrice as much women medical and other workers (nurses). The occupation group, professional, technical and related worker, was mostly represented by teachers (42,6 percent) and medical workers (43,1 percent). (Department of Statistics, report no 02-02-09, 1976, p.36.)

3.2.6 Clerical and related worker

According to figure 13 only 1,6 percent of the economically active Zulu were clerical and related workers. Of these people as much as 78,0 percent were in South Africa and only 22,0 percent in Kwazulu (figure 14). This occupation was mainly practised by men (92,8 percent) (table A.4).

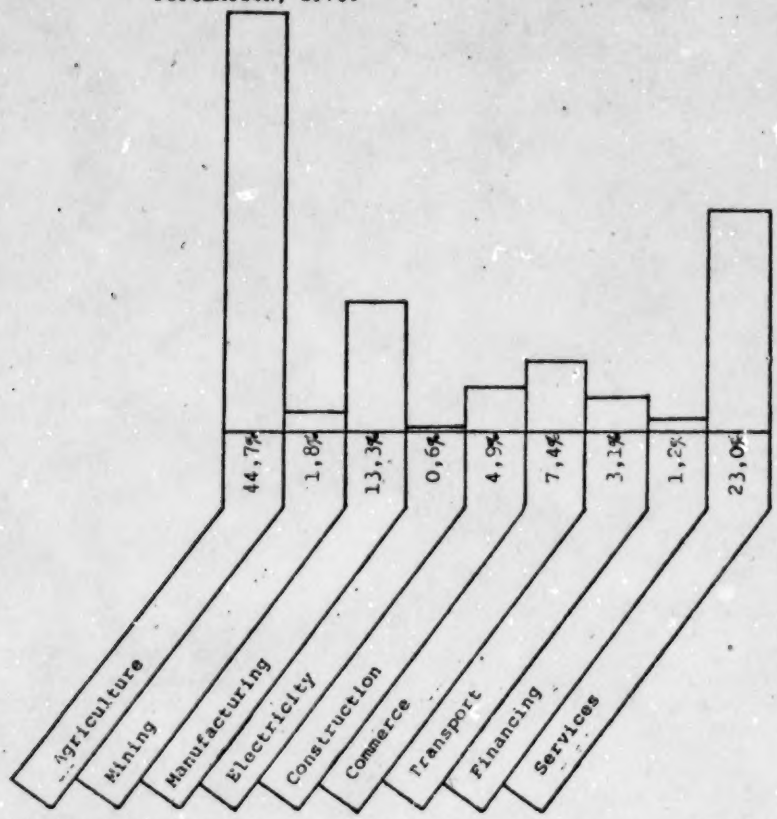
3.2.7 Administrative and managerial worker

According to table A.4 only 0,06 percent of the economically active Zulu were administrative and managerial workers. Most of them (83,7 percent) could be found in Kwazulu (figure 14). Nearly 90 percent practised the occupation of legislative official and government administrator. Only 10 percent were managers. (Department of Statistics, report 02-02-09, 1976, p.34.)

3.3 The Industrial distribution of the Zulu

In the previous section an explanation was given of the occupations that were practised by the Zulu in 1970. The question now is: where could these people be found in the economy of the country? First of all an industrial division was made and secondly a division of the Zulu according to employer.

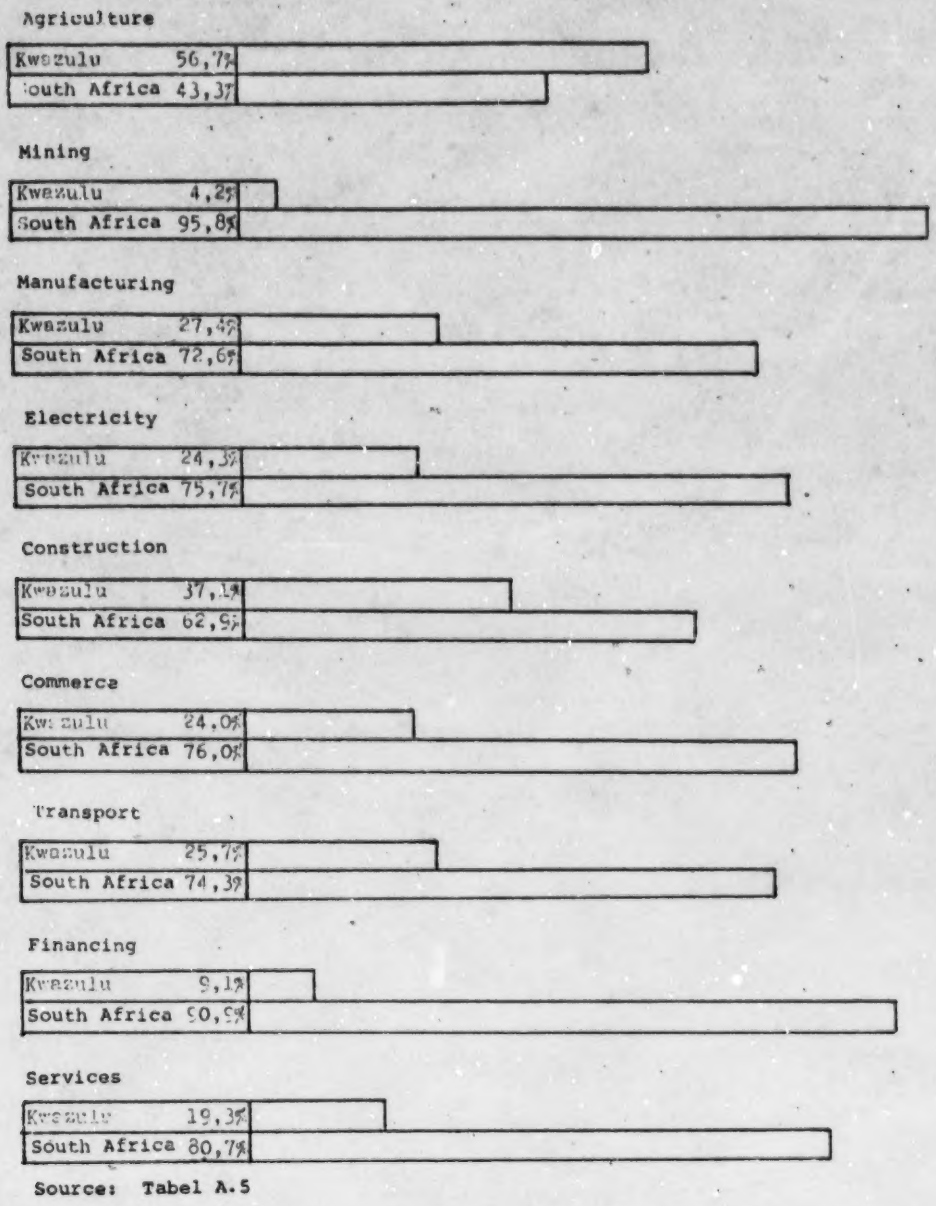
FIG. 17. THE INDUSTRIAL DISTRIBUTION OF THE TOTAL ZULU POPULATION, 1970.



Source: Tabel A.5

The industry where the largest percentage of Zulu were working in 1970, was the agricultural industry (figure 17). Kwazulu and South Africa had respectively 56,7 percent and 43,3 percent of these people in their service (figure 18). Of the women involved in agriculture, 71,5 percent worked in Kwazulu and the rest (28,5 percent) in South Africa.

FIG. 18. THE REPRESENTATION OF THE ZULU IN VARIOUS INDUSTRIES IN KWAZULU AND SOUTH AFRICA, 1970



Source: Tabel A.5

The Zulu concerned with community, social and personal services were next with 23,0 percent. Most of the Zulu were working in South Africa while less than 20 percent worked in Kwazulu (figure 18). Because these services mostly included education and health services, especially women (65,6 percent) were concerned.

Of the total number of Zulu in the industries, only 13,3 percent worked in manufacturing industry (figure 17). (The terms industry and manufactory should not be confused. The former is the broader term.) Because there were fewer factories in Kwazulu only 27,4 percent of the factory workers worked in Kwazulu while 72,6 percent worked in South Africa (figure 18). The Zulu factory workers consisted mostly of men (84,4 percent) while 15,6 percent were women.

Commerce, catering and accommodation involved 7,4 percent of the Zulu with the industry, according to figure 17. Construction and transport respectively enlisted 4,9 percent and 3,1 percent.

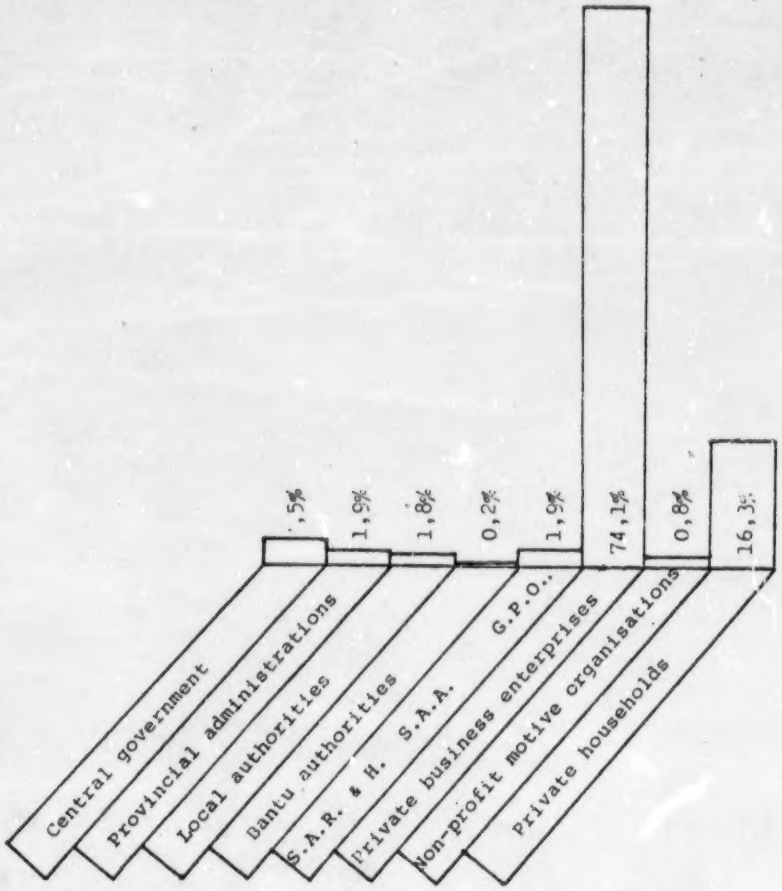
Few Zulu worked in the sector mining and quarries. Of these people 95,8 percent worked in South Africa and only 4,2 percent in Kwazulu.

3.4 The distribution of Zulu according to employer

According to figure 19 it seemed that a large percentage (91,2 percent) of all economically active Zulu worked privately.

As much as 74,1 percent worked for private businesses while 16,3 percent worked in private households. Of the Zulu working for private businesses, 44,5 percent and 55,5 percent respectively worked in Kwazulu and South Africa. Of the Zulu working in private households 13,0 percent and 87,0 percent worked in Kwazulu and South Africa respectively.

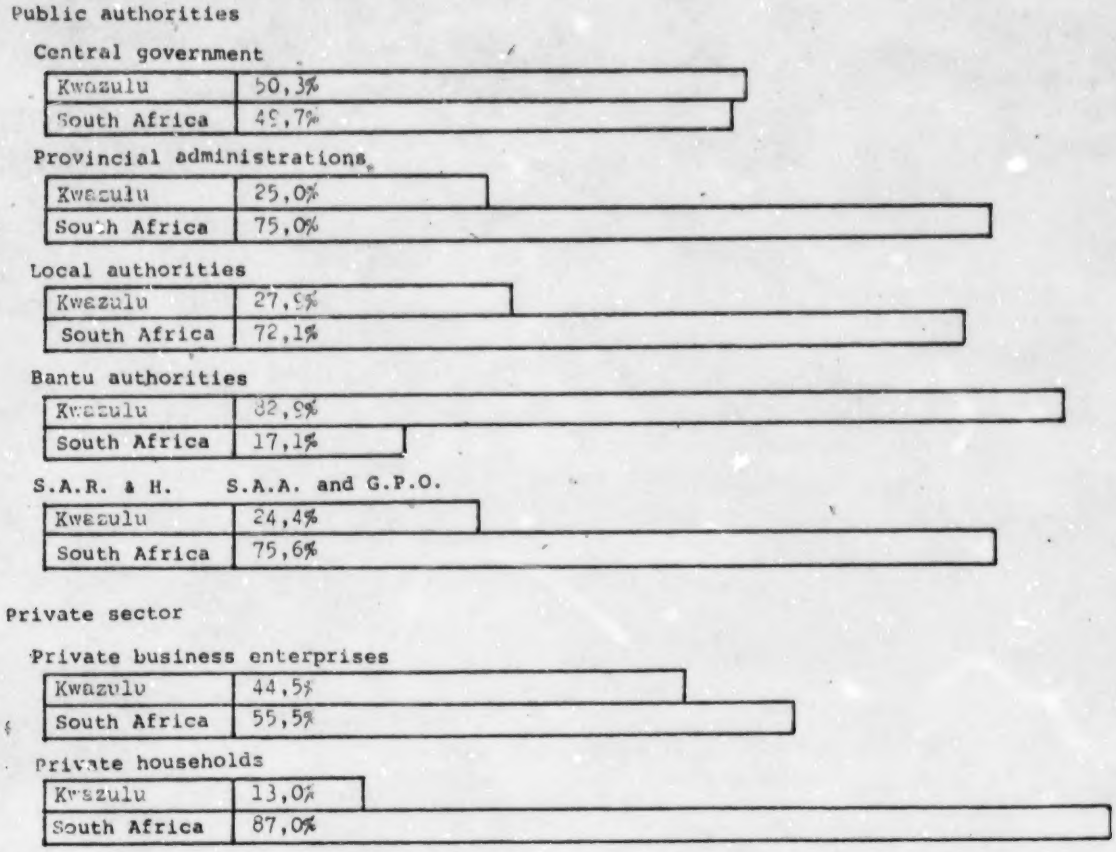
FIG. 19. THE DIVISION/GROUPING OF THE TOTAL ZULU POPULATION ACCORDING TO THE IDENTITY OF EMPLOYER, 1970.



Source: Tabel A.6

Of the public authorities, the Central government enlisted the most Zulu. According to figure 19 the South African Railways and Harbours, the S.A.A. and the G.P.O. enlisted just as many Zulu as the Provincial administration (nearly 2 percent).

FIG. 20. THE REPRESENTATION OF THE ZULU AT DIFFERENT EMPLOYERS IN KWAZULU AND SOUTH AFRICA, 1970.



Source: Tabel A.6

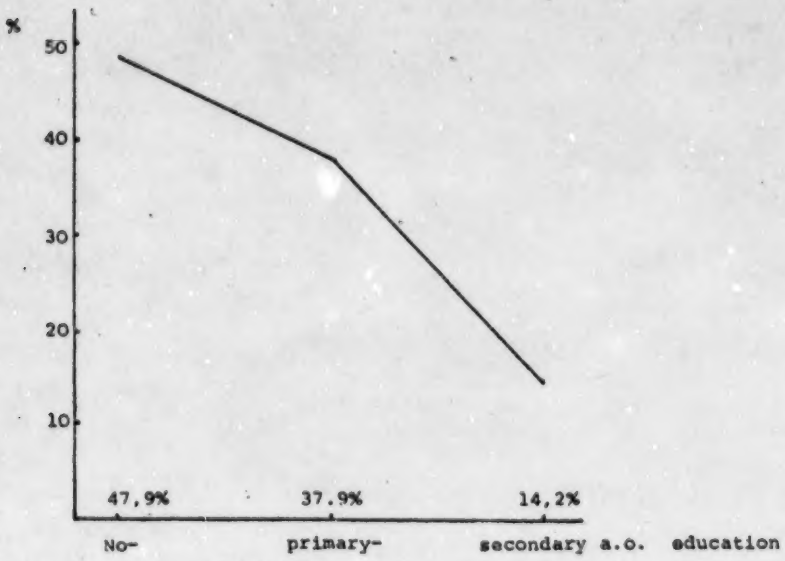
4. THE LEVEL OF EDUCATION OF THE ZULU, 1970

4.1 The general level of education of the Zulu

According to Van Deventer (1974, p.60), more than half (50,4 percent) of the potential economically active black population of South Africa had no educational qualifications. Only 13,6 percent progressed to the level of secondary education. He claimed that this phenomenon could be attributed to the large number of blacks who left school after obtaining a primary school qualification.

According to figure 21 it seemed as if the Zulu were a bit better off.

FIG. 21. THE LEVEL OF EDUCATION OF THE ZULU POPULATION BETWEEN THE AGES 15 AND 64 YEARS, 1970.



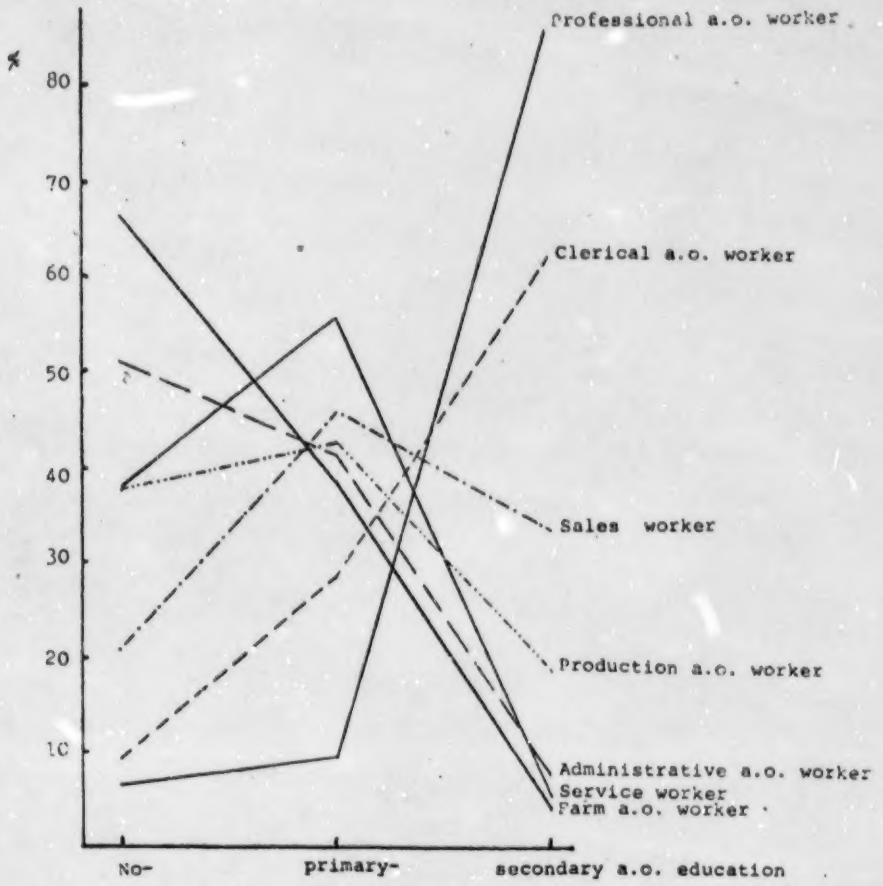
Source: Van Deventer, 1974, p61

In 1970 47,9 percent of the Zulu had had no training, while 37,9 percent and 14,2 percent respectively had had primary and secondary school education.

4.2 The level of education according to occupation

Of the total Zulu population most of the people with secondary school training could be found in the occupation group professional, technical and related worker (67,3 percent) (table A.7). Nevertheless nearly a third had only a Junior Sertificate and less. In Section 3.2.5 the fact was pointed out that 42,6 percent of the professional and techical workers were teachers. Teachers could obtain professional qualifications with academic qualifi= cations lower than the Senior Certificate. Of the people with senior secondary education 63,5 percent could be found in Kwazulu and 70,3 percent in South Africa (table A.7).

FIG. 22. THE LEVEL OF EDUCATION OF THE TOTAL ZULU POPULATION ACCORDING TO OCCUPATION, 1970.



Source: Tabel A.7

Many of the Zulu who stated their occupations as administrative and managerial workers, had no educational training according to figure 22. More or less 41,8 percent of them had had some form of primary education while 7,0 percent had had a form of secondary education. The low level of education of this group could probably be attributed to the fact that messengers were also included in this group.

The level of education of the occupation group clerical and related worker, indicated a very positive progress according to figure 22. According to table A.7, only 9,6 percent had had no education, while 20,6 percent had had primary, 26,7 percent a junior secondary and 35,2 percent a form of senior secondary education.

The level of education of the group, salesworker, increased to the level of primary education, after which the involvement of workers with senior secondary education decreased, according to figure 22. According to table A.7 the largest portion of people in this occupation was those with primary (30,5 percent) and junior secondary (23,0 percent) qualifications. It was conspicious that more male than female salesworkers had had no education (22,7 percent compared with 8,8 percent). The level of education of the female salesworkers was particularly better than that of the male in the group junior secondary and senior secondary education (table A.7).

The Zulu who stated their occupations as service workers had mostly had a form of primary education (56,3 percent according to figure 22).

Most of the Zulu who were farm and forestry workers, fishermen and hunters, had had no education whatsoever (66,1 percent). As the level of education increased, there was a strong negative trend in the participation in this occupation (figure 22).

Of the people in the occupation group production and transport worker and labourer, many of them had had a form of primary education (43,2 percent) (figure 22). Many of the Zulu in this group had had no education (table A.7). Especially the men in this group had, according to table A.7, had little education. More than 40 percent of the men had had no education. It could be attributed to the fact that 43,1 percent of the Zulu in this group were labourers (compare figure 16).

4.3 The occupation according to level of education

This part gives an exposition of the occupations practised by people possessing a certain level of education. The previous part (the level of education according to occupation) investi= gated the different levels of education which could be found in each occupation. The question could be asked: what level of education enabled a person to do a certain job? The question that can be asked in this part is: what occupations could a person practice with certain qualifications?

The Zulu who had no training, mostly practised the occupation of farm and forestry worker, fisherman and hunter (55,4 percent). The group production and transport worker and labourer, was next with 19,2 percent and the occupation, service worker, third with 16,3 percent (table A.10).

Most of the Zulu with lower primary education could be found in the occupation group, farm and forestry worker (38,6 percent), while the group production and transport worker and labourer was second with 24,7 percent and service worker third with 23,3 percent. In table A.10 where the higher primary level of education was taken into account, a change took place. Almost 30 percent of these persons now were production and transport workers and labourers. The group of service workers was next with 26,3 percent.

Almost 35 percent of all the Zulu with junior secondary education were production and transport workers and labourers. The occupation, service worker, consisted mainly of women and it represented 24,4 percent of this group. People from this level of education who worked as farm and forestry workers, diminished to 14,0 percent.

Concerning the senior secondary level, i.e. standard 8 and 9, most of the people were still in the group, production and transport worker, closely followed by the group, professional, technical and related worker with 22,7 percent.

More than half (52,2 percent) of the Zulu with matric were professional, technical and related workers. Twenty percent were clerical and related workers while 11,3 percent were production and transport workers.

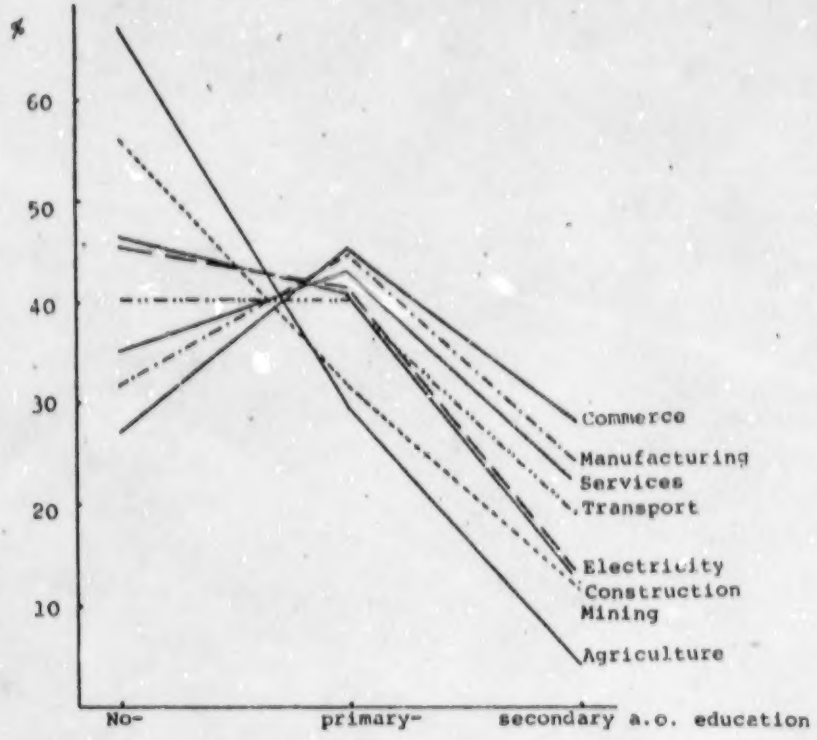
4.4 The level of education according to industry

The level of education in the industrial sectors of agriculture, hunting, forestry and fishing was the lowest. Almost two thirds of the Zulu in this industry had had no education according to table A.8 and figure 23. The women in this industry were better

qualified than the men. About 71,7 percent men were without any education while only 57,9 percent of the women were without education. Less than 1 percent of the Zulu in this sector had Senior Secondary certificates or better qualifications.

Just like above-mentioned industry, the industry, mining and quarries, also had many Zulu in their service without any education (57,7 percent). More than 30 percent were primary school educated while only 11,1 percent had had a form of secondary shool training.

FIG.23. THE LEVEL OF EDUCATION OF THE ZULU ACCORDING TO INDUSTRY, 1970.



Source: Tabel A.8

The manufacturing industry had 31,8 percent people in their service who did not have any education at all. It could be due to the fact that many of the labourers did work in which no education was necessary. The largest percentage (44,8 percent) of the Zulu involved in the manufacturing industry, were primary school educated while as many as 23,4 percent had some form of secondary school education. In 1970 this was a high percentage because there were few Zulu with senior qualifications (compare figure 21).

The electricity, gas and water industry mostly took Zulu with no education in their service (45,7 percent). Almost 41,6 percent had had a primary education while 12,7 percent had undergone a form of secondary education.

The construction industry more or less followed the same trend as the electricity industry while business, catering service and accommodation mostly used Zulu with primary education. The transport business used more or less the same percentage Zulu with no education as those with primary education (40,2 percent and 40,7 percent).

Of the Zulu involved with community, social and personal services, as much as 43,5 percent were primary school educated while 21,8 percent had had a form of secondary school education.

It seemed as if the different industries did not make much use of Zulu with senior qualifications. One must keep in mind though, that only 14,2 percent of the Zulu in 1970 were qualified with a secondary school education.

4.5 The industry according to level of education

It seemed as if the agricultural industry offered the most work for Zulu with no education, according to table A.11. Especially in Kwazulu, nearly 80 percent of those with no education were involved in agriculture. For the Zulu with lower primary education, the trend seemed the same, although 27,9 percent were involved with community, social and personal services.

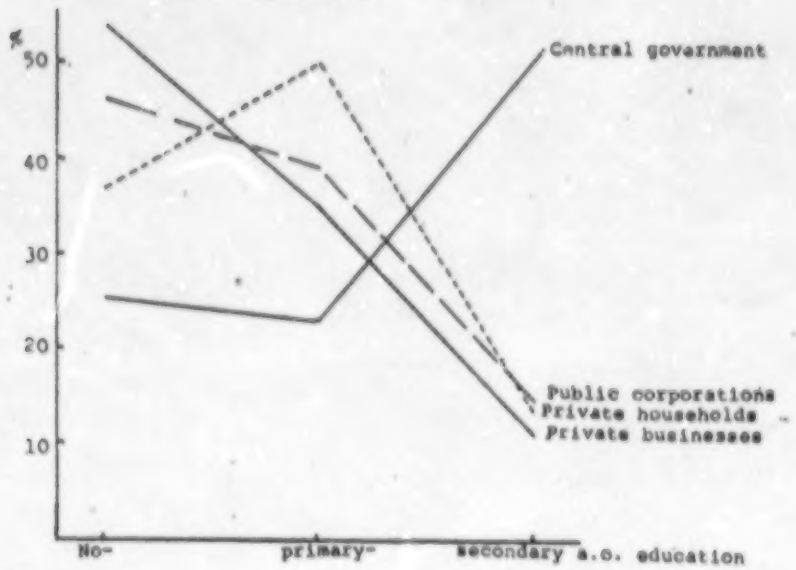
More Zulu with higher primary school qualifications were involved in agriculture in Kwazulu than in South Africa (54,5 percent and 14,1 percent). Of the total Zulu population the largest percentage employment of this level of education (higher primary) were in community, social and personal services. This industrial group included educational and medical services.

A noticeable phenomenon was that more Zulu with junior secondary education or with senior secondary education worked in Kwazulu in the agricultural industry than in South Africa. Of the Zulu with junior secondary education 37,9 percent worked in the agricultural industry in Kwazulu and only 6,2 percent worked in South Africa. Community, social and personal services in both cases had the highest percentage Zulu in their service - 30,6 percent of those with junior secondary education and 66,9 percent of those with standard 8 or 9 qualifications. The manufacturing industry also employed many Zulu in both cases, 24,3 percent and 20,5 percent respectively in Kwazulu and South Africa. Most of the Zulu with matric (66,9 percent) did community, social and personal services.

4.6 The level of education according to employer

From figure 24 the deduction could be made that the Central government mostly used Zulu with better educational qualifications. As many as 51,8 percent of the Zulu who worked there had a form of secondary education.

FIG. 24. THE LEVEL OF EDUCATION OF THE ZULU ACCORDING TO EMPLOYER, 1970.



Source: Tabel A.9

Public corporations like the railways, airways and Post Office mostly used Zulu with no education - that is 46,3 percent. Of the Zulu working in private households, nearly 50% were educated in the primary school. According to table A.6 nearly 80 percent of these workers were women.

Private business companies used 53,4 percent Zulu with no education, while 34,9 percent were used who did have primary education.

One must still keep in mind that according to figure 21 the availability of higher qualified Zulu was very low in 1970.

4.7 The employer according to level of education

According to table A.12 the Zulu with no education in 1970 mostly went to work in private business enterprises (80,3 percent). In Kwazulu only 90,8 percent of this group worked in private businesses. (There must be noted however that agriculture also classifies as a private business.) The public authorities used very few Zulu with no education.

The same trend was found among the Zulu with lower primary and higher primary education. As much as 71,6 percent and 68,6 percent of every group were working in private business enterprises. According to table A.12 there were less women than men involved in private business enterprises but more women than men in private households.

Of the Zulu who had matric qualifications during 1970, 37,2 percent worked for the Central government, 14,5 percent for the provincial administration, 4,5 percent for local authorities and 34,4 percent for private business enterprises. The high percentage of people in every level of education who were employed by private business enterprises must be seen against the background of the fact that private business enterprises were the largest overall employer. According to table A.6 74,1 percent of the total economically active Zulu population were in the service of private business enterprises.

5. CONCLUSION

It has already been mentioned that the most recent census survey available, is that of 1970. Therefore no accurate rendering can be given of the present manpower situation in Kwazulu without an exhaustive survey. The question now arises whether certain aspects of this manpower study on the situation in 1970 can't be applied to the present situation. If so, it will be of great help for the education system planner who wants to take into consideration the manpower factor in the planning of the education system of Kwazulu.

The trends figure so strongly in the 1970 manpower situation that something must still be true today. Therefore they have to be considered when planning the education system. These trends are:

- The phenomenon that, already in 1970, a strong trend of popu= lation rejuvenation was present among the Zulu. More than half of the total Zulu population was between the ages of 0 and 15 years. Special demands are made upon an education system if adequate education facilities must be provided to everyone.

- The phenomenon that the sources on which taxes were imposed in 1970 were few among the Zulu. Only about 36 percent of the Zulu were economically active while more than 40 percent of them were farm and forestry workers with a low taxable income.

- The phenomenon that the Zulu in 1970 were distributed mainly over rural areas. More than half of the Zulu already lived in Kwazulu. Almost 70 percent of the total Zulu population and nearly 90 percent of the Zulu in Kwazulu lived in rural areas. Like in most developing countries, the population was still strongly rural orientated and this made distinctive demands on the education system.

- The phenomenon that labour migration from Kwazulu to the Republic occurred. If a government accepts the fact that part of its manpower will go to work in other areas because this manpower is an important currency earner, the education planner must also take notice of this. The education system then also must be adapted to fit into certain needs of the host country.

- The phenomenon that the largest number of illiterates of the Zulu in 1970 was among the higher age groups. The high illiteracy figure of 60 percent among the Zulu in 1970 may decrease later as the education system provides young, trained manpower to the country. The large number of illiterates in the higher age groups can be reduced by means of adult education programmes. A decrease in the illiteracy can thus be expected.

- The phenomenon that the Zulu with high education qualifications in 1970 prefered not to be involved in agriculture. Thus, a resistance with regard to agriculture can be found among the Zulu. There is also a trend to urbanise among the Zulu.

6. Appendix A Explanations and abbreviations

KZ: Kwazulu

SA: The Republic of South Africa, Kwazulu excluded

T: The total Zulu population as well as those in the Republic

Urban and rural: See p.5

Row percentage: The percentage calculated horizontal

Column percentage: The percentage calculated perpendicular

Form I, II, III, IV and V were in 1970 still standard 6, 7, 8, 9 and 10.

Table A.1

The distribution of the Zulu population according to geographic region, 1970.

Region	Urban	row percentage	Rural	row percentage	Total	row percentage	Column percentage
White areas	1 026 230	53,6	888 695	46,4	1 914 925	100,0	46,9
Cape	5 004	62,1	3 048	37,9	8 052	100,0	0,2
Orange Free State	37 303	29,1	90 724	70,9	128 027	100,0	3,1
OFS Goldfields	3 856	82,6	813	17,4	4 669	100,0	0,1
North-east Free State	17 188	28,2	43 814	71,8	61 002	100,0	1,5
Rest of Free State	16 259	26,1	46 097	73,9	62 356	100,0	1,5
Transvaal	557 697	72,0	216 512	28,0	774 209	100,0	19,0
Johannesburg	248 070	100,0	-	-	248 070	100,0	6,1
East Rand	73 568	100,0	-	-	73 568	100,0	1,8
Germiston/Kempton Park	67 903	98,6	933	1,4	68 836	100,0	1,7
South-east Transvaal	30 714	25,8	88 341	74,2	119 055	100,0	2,9
South Central Transvaal	39 560	37,2	66 741	62,8	106 301	100,0	2,6
Rest of Transvaal	97 882	61,8	60 497	38,2	158 379	100,0	3,9
Natal	426 226	42,4	578 411	57,6	1 004 637	100,0	24,6
Durban/Pinetown	229 226	94,0	14 644	6,0	243 870	100,0	6,0
Natal South Coast	15 018	18,3	66 971	81,7	81 989	100,0	2,0
West Natal	36 232	21,4	133 395	78,6	169 627	100,0	4,1
Natal Midlands	73 208	47,0	82 586	53,0	155 794	100,0	3,8
Natal North Coast	11 267	15,3	62 330	84,7	73 597	100,0	1,8
North-west Natal	55 816	23,7	179 502	76,3	235 318	100,0	5,8
Rest of Natal	5 459	12,3	38 983	87,7	44 442	100,0	1,1
Black areas	233 046	10,7	1 937 129	89,3	2 170 175	100,0	53,1
Kwazulu	223 772	10,7	1 867 610	89,3	2 091 382	100,0	51,2
South Natal	157 474	24,9	475 783	75,1	633 257	100,0	15,5
West Natal	21 666	3,3	632 972	96,7	654 638	100,0	16,0
North Natal	44 632	5,6	758 855	94,4	803 487	100,0	19,7
Other Homelands	9 274	11,8	69 519	88,2	78 793	100,0	1,9
Total Zulu population	1 259 276	30,8	2 825 824	69,2	4 085 100	100,0	100,0

Source: Adapted from Department of Statistics, report no 02-05-08, April 1976, pp. 506-540.

Table A.2

The age distribution of the Zulu according to geographic region, 1970.

agegroup / Region	Total		- 15		15 - 24		25 - 34		35 - 44		45 - 54		55 - 64		65 -	
	number	%	number	%	number	%	number	%	number	%	number	%	number	%	number	%
Total Zulu	4 085 100	100,0	1 841 312	45,1	765 433	18,7	512 142	12,5	391 432	9,6	269 899	6,6	157 196	3,9	147 684	3,6
Black areas	3 170 175	100,0	1 479 594	46,8	571 891	17,1	327 976	10,5	175 802	8,1	178 937	5,9	88 148	4,1	97 877	4,5
Kwazulu	2 091 382	100,0	1 038 850	49,7	357 800	17,1	220 033	10,5	169 184	8,1	124 229	6,0	85 142	4,1	91 544	4,5
S. Kwazulu	633 257	100,0	299 433	47,3	112 316	17,8	77 256	12,2	55 339	9,2	37 900	5,9	23 580	3,7	26 838	5,9
W. Kwazulu	654 638	100,0	330 351	50,4	113 248	17,3	64 564	9,9	49 433	7,6	36 114	5,8	27 782	4,2	31 116	4,8
N. Kwazulu	803 487	100,0	410 026	51,0	132 236	16,5	78 223	9,7	62 017	7,7	48 615	6,1	33 780	4,2	38 590	4,8
other black areas	78 793	100,0	39 744	50,5	14 091	17,9	7 893	10,0	6 018	7,6	4 708	6,0	3 006	3,8	3 333	4,2
White areas	1 914 925	100,0	761 718	39,7	393 542	20,6	284 216	14,8	215 630	11,3	140 962	7,4	69 050	3,6	49 807	2,6
Natal	1 004 437	100,0	387 365	38,6	217 988	21,7	149 970	14,9	112 551	11,2	72 549	7,2	37 057	3,7	27 137	2,7
Transvaal	774 709	100,0	310 112	40,0	151 864	19,6	117 419	15,2	89 691	11,6	59 616	7,7	27 304	3,5	18 199	2,4
O.F.S.	128 027	100,0	62 437	48,7	22 488	17,6	15 011	11,7	11 742	9,2	7 770	6,1	4 309	3,4	4 270	3,3
Cape	9 052	100,0	1 804	22,4	1 700	14,9	1 816	22,0	1 646	20,4	1 027	12,5	378	4,7	201	2,8

Source: Adapted from Department of Statistics, report no 02-02-09, November 1976, pp. 88-92.

Table A.3

The literacy of the Zulu according to age and area, 1970.

age	area	total	%	read and write	%	read only	%	neither	%
- 9	urban	308 061	100,0	37 150	12,1	12 498	4,1	258 413	83,8
	rural	974 998	100,0	55 937	5,7	27 066	2,8	891 995	91,5
	total	1 283 059	100,0	93 087	7,3	39 564	3,1	1 150 408	89,6
10 - 19	urban	263 269	100,0	215 929	82,0	9 693	3,7	37 647	14,3
	rural	727 108	100,0	371 297	51,0	32 546	4,5	323 265	44,5
	total	990 377	100,0	587 226	59,3	42 239	4,3	360 912	36,4
20 - 29	urban	258 931	100,0	196 431	75,9	4 646	1,8	57 854	22,3
	rural	350 413	100,0	166 171	47,4	6 017	1,7	178 225	50,9
	total	609 344	100,0	362 602	59,6	10 663	1,7	236 079	38,7
30 - 39	urban	188 528	100,0	126 622	67,2	3 955	2,1	57 951	30,7
	rural	258 616	100,0	97 299	37,6	4 619	1,8	156 698	60,6
	total	447 144	100,0	223 921	50,1	8 574	1,9	214 649	48,0
40 - 49	urban	128 196	100,0	75 240	58,7	3 326	2,6	49 630	38,7
	rural	198 300	100,00	60 674	30,6	3 568	1,8	134 058	67,6
	total	326 496	100,0	135 914	41,6	6 894	2,1	183 688	56,3
50 - 59	urban	67 633	100,0	33 09[illegible]	48,9	2 029	3,0	32 508	48,1
	rural	135 500	100,0	33 713	24,9	2 463	1,8	99 324	73,3
	total	203 133	100,0	66 809	32,9	4 492	2,2	131 832	64,9
60 +	urban	44 658	100,0	16 [illegible]	36,1	1 302	2,9	27 217	61,0
	rural	180 889	100,0	30 035	16,6	2 805	1,6	148 049	81,8
	total	225 547	100,0	46 174	20,5	4 107	1,8	175 266	77,7
total,	urban	1 259 276	100,0	700 607	55,6	37 449	3,0	521 220	41,4
	rural	2 825 824	100,0	815 126	28,8	79 084	2,8	1 931 614	68,4
	total	4 085 100	100,0	1 515 733	37,1	116 533	2,9	2 452 834	60,0

Source: Adapted from Department of Statistics, report no 02-02-09, November 1976, pp. 14-15.

Table A.4

The occupational division of the Zulu for Kwazulu, South Africa and the total Zulu, 1970.

Principal occupation groups \ area		Kwazulu			South Africa			Total Zulu		
		number	percentage		number	percentage		number	percentage	
			row	column		row	column		row	column
Professional, technical and related worker	T	11 280	44,2	2,0	14 240	55,8	1,6	25 520	100,0	1,8
	M	4 700	48,7	0,8	4 960	51,3	0,6	9 660	100,0	0,7
	F	6 580	41,5	1,2	9 280	58,5	1,0	15 860	100,0	1,1
Administrative and managerial worker	T	720	83,7	0,1	140	16,3	..	860	100,0	..
	M	720	83,7	0,1	140	16,3	..	860	100,0	..
	F	0	-	-	0	-	-	0	100,0	-
Clerical and related worker	T	5 140	22,0	0,9	18 220	78,0	2,1	23 360	100,0	1,6
	M	4 820	22,2	0,9	16 860	77,8	1,9	21 680	100,0	1,5
	F	320	19,0	..	1 360	81,0	0,2	1 680	100,0	0,1
Sales worker	T	9 200	28,6	1,7	22 920	71,4	2,6	32 120	100,0	2,2
	M	6 900	26,3	1,3	19 300	73,7	2,2	26 200	100,0	1,8
	F	2 300	38,9	0,4	3 620	61,1	0,4	5 920	100,0	0,4
Service worker	T	43 780	15,1	7,9	246 720	84,9	28,2	290 500	100,0	20,3
	M	18 200	17,7	3,3	84 380	82,3	9,7	102 580	100,0	7,2
	F	25 580	13,6	4,6	162 340	86,4	18,5	187 920	100,0	13,1
Farm and forestry worker, fisherman	T	321 520	56,1	57,9	251 620	43,9	28,7	573 140	100,0	40,1
	M	163 700	46,4	29,.	188 760	53,6	21,5	352 460	100,0	24,6
	F	157 820	71,5	28,4	62 860	28,5	7,2	220 680	100,0	15,5
Production and transport worker, labourer	T	101 340	29,6	18,2	240 800	70,4	27,5	342 140	100,0	23,
	M	92 220	29,4	16,6	221 540	70,6	25,3	313 760	100,0	21,9
	F	9 120	32,1	1,6	19 260	67,9	2,2	28 380	100,0	2,0
not classifiable according to occupation	T	62 820	43,6	11,3	81 340	56,4	9,3	144 160	100,0	10,1
	M	19 420	37,3	3,5	32 700	62,7	3,7	52 120	100,0	3,
	F	43 400	47,2	7,8	48 640	52,8	5,6	92 040	100,0	6,
total active population	T	555 800	38,8	100,0	876 000	61,2	100,0	1 431 800	100,0	100,
	M	310 680	35,3	56,0	568 640	64,7	64,9	879 320	100,0	61,
	F	245 120	44,4	44,0	307 360	55,6	35,1	552 480	100,0	38,

Source: Adapted from unpublished data of the Department of Statistics as included in Van Deventer, 1974, pp. 172-175.

Table A.5

The industrial distribution of the Zulu for Kwazulu, South Africa and the total Zulu, 1970.

area / industrial division		Kwazulu			South Africa			Total Zulu		
		number	percentage		number	persentage		number	percentage	
			row	column		row	column		row	column
Agriculture	T	320 720	56,7	66,4	244 520	43,3	31,3	565 240	100,0	44,7
	M	162 940	47,3	33,7	181 540	52,7	23,2	344 480	100,0	27,2
	F	157 780	71,5	32,7	62 980	28,5	8,1	220 760	100,0	17,5
Mining	T	940	4,2	0,2	21 260	95,8	2,8	22 200	100,0	1,8
	M	920	4,2	0,2	21 160	95,8	2,8	22 080	100,0	1,8
	F	20	16,7	..	100	83,3	..	120	100,0	..
Manufacturing	T	46 260	27,4	9,6	122 380	72,6	15,7	168 640	100,0	13,3
	M	38 240	26,9	7,9	104 040	73,1	13,3	142 280	100,0	11,2
	F	8 020	30,4	1,7	18 340	69,6	2,4	26 360	100,0	2,1
Electricity	T	1 820	24,3	0,4	5 660	75 7	0,7	7 480	100,0	0,6
	M	1 740	23,6	0,4	5 640	76,4	0,7	7 380	100,0	0,6
	F	80	80,0	..	20	20,0	..	100	100,0	..
Construction	T	23 220	37,1	4,8	39 340	62,9	5,0	62 560	100,0	4,9
	M	23 080	37,1	4,8	39 140	62,9	5,0	62 220	100,0	4,9
	F	140	41,2	..	200	58,8	..	340	100,0	..
Commerce	T	22 620	24,0	4,7	71 480	76,0	9,1	94 100	100,0	7,4
	M	18 800	23,5	3,9	61 280	76,5	7,8	80 080	100,0	6,3
	F	3 820	27,2	0,8	10 200	72,8	1,3	14 020	100,0	1,1
Transport	T	10 100	25,7	2,1	29 160	74,3	3,7	39 260	100,0	3,1
	M	9 960	25,7	2,1	28 860	74,3	3,7	38 820	100,0	3,1
	F	140	31,8	..	300	68,2	..	440	100,0	..
Financing	T	1 340	9,1	0,3	13 360	90,9	1,7	14 700	100,0	1,2
	M	1 280	9,2	0,3	12 560	90,8	1,6	13 840	100,0	1,1
	F	60	7,0	..	800	93,0	0,1	860	100,0	0,1
Services	T	56 180	19,3	11,5	234 400	80,7	30,0	290 580	100,0	23,0
	M	26 660	26,8	5,5	72 860	73,2	9,3	99 520	100,0	7,9
	F	29 520	15,5	6,0	161 540	84,5	20,7	191 060	100,0	15,1
total	T	483 200	38,2	100,0	781 560	61,8	100,0	1 264 760	100,0	100,0
	M	283 620	35,0	58,8	527 080	65,0	67,4	810 700	100,0	64,1
	F	199 580	44,0	41,2	254 480	56,0	32,6	454 060	100,0	35,9

Source: Adapted from unpublished data of the Department of Statistics as as incl· ed in Van Deventer, 1974, pp. 207-210.

Table A.6

The division according to employer of the Zulu for Kwazulu, South Africa and the total Zulu, 1970.

area / employer		Kwazulu			South Africa			total Zulu		
		number	percentage		number	percentage		number	percentage	
			row	column		row	column		row	column
Public authorities	T	16 320	50,3	3,3	16 140	49,7	2,0	32 460	100,0	2,5
Central government	M	11 740	49,3	2,4	12 060	50,7	1,5	23 800	100,0	1,8
	F	4 580	52,9	0,9	4 080	47,1	0,5	8 660	100,0	0,7
Provincial administrations	T	6 040	25,0	1,3	18 120	75,0	2,3	24 160	100,0	1,9
	M	4 180	27,0	0,9	11 280	73,0	1,4	15 460	100,0	1,2
	F	1 860	21,4	0,4	6 840	78,6	0,9	8 700	100,0	0,7
Local authorities	T	6 560	27,9	1,3	16 960	72,1	2,2	23 520	100,0	1,8
	M	6 300	27,8	1,3	16 380	72,2	2,1	22 680	100,0	1,8
	F	260	31,0	..	580	69,0	0,1	840	100,0	..
Bantu authorities	T	2 520	82,9	0,5	520	17,1	0,1	3 040	100,0	0,.
	M	2 240	84,8	0,5	400	15,2	0,1	2 640	100,0	0,2
	F	280	70,0	..	120	30,0	..	400	100,0	..
public corporations	T	5 800	24,4	1,2	17 980	75,6	2,3	23 780	100,0	1,9
S.A.R. & H. S.A.A. and G.P.O.	M	5 720	24,3	1,2	17 780	75,7	2,3	23 500	100,0	1,9
	F	80	28,6	..	200	71,4	..	280	100,0	..
other	T	800	12,8	0,2	5 460	87,2	0,7	6 260	100,0	0,5
	M	760	12,3	0,2	5 440	87,7	0,7	6 200	100,0	0,5
	F	40	66,7	..	20	33,3	..	60	100,0	..
Private sector	T	421 000	44,5	85,9	525 260	55,5	66,7	946 260	100,0	74,1
Private business enterprises	M	250 540	36,8	51,1	429 520	63,2	54,5	680 060	100,0	53,2
	F	170 460	64,0	34,8	95 740	36,0	12,2	266 200	100,0	20,9
Non-profit motive organisations	T	3 960	37,6	0,8	6 560	62,4	0,8	10 520	100,0	0,8
	M	2 260	36,0	0,5	4 020	64,0	0,5	6 280	100,0	0,5
	F	1 700	40,1	0,3	2 540	59,9	0,3	4 240	100,0	0,3
Private households	T	26 900	13,0	5,5	180 560	87,0	22,9	207 460	100,0	16,2
	M	6 140	14,8	1,3	35 480	85,2	4,5	41 620	100,0	3,3
	F	20 760	12,5	4,2	145 080	87,5	18,4	165 840	100,0	13,0
total	T	489 900	38,3	100,0	787 560	61,7	100,0	1 277 460	100,0	100,0
	M	289 880	35,3	59,4	532 360	64,7	67,5	822 240	100,0	64,4
	F	200 020	43,9	40,6	255 200	56,1	32,4	455 220	100,0	35,6

Source: Adapted from unpublished data of the Department of Statistics as included in Van Deventer, 1974, pp. 242-245.

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